



# OCHS School Improvement Plan 2019-2020

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## Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
I. Provide high quality professional learning	Increase the number of gifted endorsed teachers	FY20: 34 FY21: 36 FY22: 38 FY23: 40 FY24: 42	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	1) Job Embedded Professional Learning	Continue to provide ESOL certification, gifted certification, and Advanced Placement training opportunities to faculty and staff as needed.	OCHS Administration	2019-2020	OCHS Professional Learning Funds
	Increase the number of ESOL endorsed teachers (1 per grade level at ES and 1 per content area by grade level in MS)	FY20: 2 FY21: 3 FY22: 4 FY23: 5 FY24: 6	FY20: 2 FY21: TBD FY22: TBD FY23: TBD FY24: TBD		All faculty members will collaborate in Professional Learning Communities 1-2 times per month to develop, implement, and monitor academics with incremental levels of support. This will include departmental PLCs, Teacher Leader PLC, OCHS/OCMS Administrators PLC, <i>Team Leads</i> Leadership trainings, and OCHS RTI PLC. Surveys on the effectiveness of these PLCs will be administered.	OCHS Faculty and Staff	2019-2020	Professional Learning Communities meeting agendas, sign-in sheets, and assessment data; PL Effectiveness Surveys
	Evaluate and improve the effectiveness of professional learning	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Teachers will continue to participate twice a month in Professional Learning sessions on how to implement 1:1 technology in the classroom and how to best utilize the online learning platform <i>itslearning</i> . Surveys on the effectiveness of this PL will be administered.	OCHS Faculty and Staff	2019-2020	District IT staff and technology usage guidance documents and resources; PL Effectiveness Surveys
					Participate in OCS county-level action teams in the areas of Science, Math, Social Studies, CTAE, Foreign Language, and ELA.	OCHS Teacher Leaders	2019-2020	county-level PL and guidance on goals for action teams/district PL funds

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## Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
II. Prepare students for postsecondary and workforce options	Improve the % of at-risk students graduating in 4 years (Black, SWD, ED)	FY20: 93 FY21: 93.2 FY22: 93.4 FY23: 93.6 FY24: 93.8	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	1) College and Career Opportunities	Continuously review current advisement activities for Warrior Period and modify as needed while communicating lessons through grade-level classes set up in <i>itslearning</i> .	Warrior Period Teachers, Counselors and OCHS Administrators	2019-2020	Warrior Period resources shared by OCHS Administration and Counselors
	Improve the % of all students graduating in 4 years	FY20: 98 FY21: 98.2 FY22: 98.4 FY23: 98.6 FY24: 98.8	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Teachers will check the academic progress of their home Warrior Period students once a month and share this data with the OCHS RTI committee.	Warrior Period Teachers and OCHS Administrators	2019-2020	Student progress reports in Power School and feedback from classroom teachers
	Increase % of 12th grade students completing a CTAE, advanced content, fine arts, or world language pathway	FY20: 91.8 FY21: 92.6 FY22: 93.4 FY23: 94.2 FY24: 95	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Counselors will meet with all juniors each year on an individual basis to develop or refine their Individual Graduation Plan (IGPs). This will include a review of all pathways students are completing.	OCHS Counselors	2019-2020	Student IGPs, OCHS Graduation Checklist, feedback from Warrior Period teachers
	Increase the % of students that are college and career ready	FY20: 84.4 FY21: 85.8 FY22: 87.2 FY23: 88.6 FY24: 90	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Continue to refine a set process and protocol at the school level to verify future enrollment of all withdrawn students.	OCHS Administration and Counselors, OCHS Registrar	2019-2020	Student enrollment records and data in Power School

	Increase % 12th grade students earning credit for accelerated enrollment via Dual Enrollment	FY20: 58.6 FY21: 60.2 FY22: 61.8 FY23: 63.4 FY24: 65	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Increase participation in CTAE, Foreign Language, and Fine Arts pathways.	CTAE, Fine Arts, and Foreign Language departments	2019-2020	OCHS Pathway Presentations to 8th Graders; Streamlined Pathway course offerings in Master Schedule; professional learning for faculty on various pathways
	Increase the % of the seniors that score a 3 or higher on at least one AP Exam during high school	FY20: 56 FY21: 57 FY22: 58 FY23: 59 FY24: 60	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Implement new OCHS <i>Freshmen Focus</i> program for incoming at-risk freshmen to better monitor the academic progress and credits earned for these students.	OCHS Administration and <i>Freshmen Focus</i> advisors	2019-2020	Time for <i>Freshmen Focus</i> teacher advisors to meet; advisement resources shared on <i>Freshmen Focus itslearning</i> page
	Increase/Maintain the number of programs with industry certification	FY20: 5 FY21: 6 FY22: 6 FY23: 6 FY24: 6	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Expand OCHS Advanced Placement program with the addition of AP Physics 2 and AP Comparative Government and Politics and the growth of the OCHS Capstone Program.	OCHS Administration and AP Teachers	2019-2020	PL Funding for AP Teacher Trainings
					Continue to expand dual enrollment course offerings being offered on OCHS campus through Athens Technical College.	Athens Tech faculty and staff; OCHS Administration	2019-2020	Athens Tech scheduling of faculty for OCHS courses
					Participate in OCS CTAE and Industry Certification Leadership teams.	OCHS CTAE Teachers and Administrator	2019-2020	County-level guidance on new CTAE procedures and pathways.

## Goal Area 1

Performance Objectives	Performance Measures			Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets	Actual					
III. Improve student achievement and growth	Increase the % of students scoring Level 3 and Level 4 on High School ELA EOC Achievement Level	FY20: 76 FY21: 77 FY22: 78 FY23: 79 FY24: 80	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	2) Coherent Instructional System	Teachers will continue to provide remediation opportunities to improve student achievement through both Warrior Period and instructional extension.	OCHS Faculty and Staff	2019-2020	District-level Instructional Extension Funds and guidance documents
	Decrease the % of students scoring Level 1 on High School ELA EOC Student Growth Percentile	FY20: 5.7 FY21: 5.5 FY22: 5.3 FY23: 5.1 FY24: 4.9	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Teachers will co-teach with inclusion teachers and contact study skills teachers to target remediation strategies during study skills classes.	OCHS Faculty	2019-2020	Student IEPs/504s
	Increase the % of students scoring Level 3 and Level 4 on High School Math EOC Achievement Level	FY20: 73 FY21: 74 FY22: 75 FY23: 76 FY24: 77	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	3) Data Used to Inform Instructional Practices	Continue to improve upon the co-teaching model by assigning content-specific SPED teachers to core academic teachers, reducing the size of co-taught classes when possible, and looking into SPED support for Health and select CTAE courses.	OCHS SPED department chair	2019-2020	District-level SPED trainings; Master Schedule data
	Decrease the % of students scoring Level 1 on High School Math EOC Student Growth Percentile	FY20: 8 FY21: 7.8 FY22: 7.6 FY23: 7.4 FY24: 7.2	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Algebra teachers will continue to work with the Math Vision Project curriculum through NEGA RESA. Geometry teachers will begin to pilot one unit from the curriculum.	OCHS Math Teachers	2019-2020	MVP Curriculum resources; NEGA trainings

					OCHS will schedule a Basic Reading and Foundations of Algebra yearlong cohorts while continuing to look for ways to best structure class schedules for our at-risk 9 <sup>th</sup> graders.	OCHS API	2019-2020	Master Schedule data
					Teachers of Basic Reading and Writing and Foundations of Algebra will continue to use MAP testing data and IXL targeted practice to better monitor student progress towards mastering learning goals.	Select ELA and Math teachers and co-teachers	2019-2020	MAP/IXL PL webinar; IXL online resources; MAP and IXL student reports

## Goal Area 2

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Support the well-being of students	Increase the % of students involved in a school-based organized extracurricular activity outside of the school day (7-12)	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	1) Advisement Curriculum	Student Council members will meet with OCS Social Worker to review results of OCHS Student Health Surveys and give feedback and recommendations	OCHS Administration, Faculty and Staff	2019-2020	attendance data, discipline data, parent, teacher, and student AdvanEd survey data, student extracurricular membership data
	Increase the % of high school students absent less than 10% of enrolled days	FY20: 94 FY21: 95 FY22: 96 FY23: 97 FY24: 97	2) Wraparound Services	Continue to emphasize student citizenship by increasing student participation in school level service and leadership organizations.	OCHS Administration, Faculty and Staff	2019-2020	OCHS partnerships with local service organizations; data from student interest surveys about extracurricular activities given during Warrior Period
	Increase the % of 6-12 students who report having an adult they can talk to if they need help (GSHS #91)	FY20: 83 FY21: 88 FY22: 92 FY23: 97 FY24: 98					
	100% of all schools will participate in emergency drills: yes or no	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes					
	Increase the number of high school students mentoring elementary students through Teen Oconee	FY20: 64 FY21: 65 FY22: 66 FY23: 67 FY24: 68					
	Increase the number of student mentors through the OCS/OARC partnership	FY20: 4 FY21: 6 FY22: 8 FY23: 10 FY24: 12					

## Goal Area 2

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
II. Create and maintain an inclusive and student-centered environment	Decrease the % of office referrals resulting in ISS or OSS in 6-12	FY20: 23 FY21: 22 FY22: 21 FY23: 20 FY24: 19	1) Behavior Frameworks  2) Teacher Involvement	Continue to include a variety of social-emotional lessons through OCHS Warrior Period Advisement time.	OCHS Administration and Warrior Period advisors	2019-2020	Warrior Period lesson plans; School Climate data to determine greatest areas of need
	Increase the % of 6-12 students who report feeling connected at school (GSHS #5)	FY20: 88 FY21: 90 FY22: 92 FY23: 94 FY24: 96	3) Community Involvement	Through the OCHS <i>Freshmen Focus</i> program, include weekly lessons from the Josh Shipp <i>A Year of Awesomeness</i> curriculum to better support our most at-risk freshmen.	OCHS <i>Freshmen Focus</i> advisors	2019-2020	Josh Shipp <i>A Year of Awesomeness</i> video curriculum and supporting resources
				Implement the Chick-fil-A <i>Student Leadership Program</i> for leadership skill development and community service opportunities.	OCHS Administration and Teacher Leaders	2019-2020	Resources and leadership curriculum materials provided by local Chick-fil-A management
				4) Safety and Security	All OCHS Faculty and Staff will participate in Active-Attacker district-level training.	OCHS Faculty and Staff	August 2019
				OCHS will conduct all district-required safety drills, including fire, severe weather, and lockdown.	OCHS Administration	2019-2020	OCS emergency drill protocols/drill logs



### Goal Area 3

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Increase meaningful partnerships with business, nonprofit, higher education	Increase the dollar amount of monetary donations	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	1) Oconee Schools Partners in Education Program	Work with OCS to develop a <i>Partners in Education</i> program. (structure, level of partnerships, and team)	Directors of Communications and CTAE	December 2019 and May 2020	List of procedures, time to research other successful programs and create
	Increase dollar amount of in-kind donations	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Evaluate current community partners at OCHS and further develop incentives and recognitions for these partners	OCHS Administration CTAE Department	2019-2020	district guidance documents on <i>Partners in Education</i> programs
	Increase number of volunteer hours	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD					

### Goal Area 3

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
II. Increase family engagement	Increase the percentage of parent-teacher conferences	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD	1) Parent/ Teacher Conferences	Evaluate current processes.	Principal and Counselors	2019-2020	Data on number of parent conferences at OCHS
	Increase the percentage of parent-teacher conferences with at-risk families	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Set expectations for parent conferences and student-led conferences at high school level in an effort to increase student advocacy.	Principal and Counselors	2019-2020	Feedback at district-level principals' meetings
	Expand the percentage of student-led conferences	FY20: TBD FY21: TBD FY22: TBD FY23: TBD FY24: TBD		Survey parents to determine how they would like to receive communication from school.	Principal and Counselors	2019-2020	District-created survey/survey results
			2) Family Outreach Program	Develop and implement an OCHS Family Outreach program.	OCHS Administration and Counselors	2019-2020	Time for research/funds for food and materials for Family Outreach events

### Goal Area 3

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
III. Improve effectiveness of communication and branding	Increase number of social media followers at the school and district levels	FY20: +5% FY21: +5% FY22: +5% FY23: +5% FY24: +5%	1) Rollout of <i>itslearning</i> Parent Portal	OCHS will continue to highlight student and faculty accomplishments and other critical information through multiple social media apps and a weekly Principal's newsletter.	OCHS Administration	2019-2020	Parent emails from Power School
	Increase monthly parent log-ins in <i>itslearning</i>	FY20: +5% FY21: +5% FY22: +5% FY23: +5% FY24: +5%		District created <i>itslearning</i> Parent Portal orientation materials will be shared with all OCHS parents.	OCHS Administration and Teachers	2019-2020	OCS <i>itslearning</i> Parent Portal orientation materials

### Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
I. Ensure safe, efficient, and effective environments	Reduce energy consumption (Kilowatt per 1000 square foot per day)	FY20: 24.79 FY21: 24.03 FY22: 23.37 FY23: 22.51 FY24: 21.75	1) Operational Processes	OCHS Faculty and Staff will turn off lighting in unused areas in the building and will develop a plan to continually monitor this.	All faculty and staff	2019-2020	Time/Daily Lighting Plan
	Ensure health inspection score of 95 at all school cafeterias	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes		OCHS Faculty and Staff will use heating and air conditioning systems in an efficient manner according to district level plan.	All faculty and staff	2019-2020	District level plan regarding heating and air efficiency
	Maintain or improve overall annual custodial scorecard percentage	FY20: 90 FY21: 90 FY22: 90 FY23: 90 FY24: 90		OCHS school nutrition staff will participate in district-level trainings related to proper processes and protocols for cafeterias.	OCS Director of Nutrition/OCHS Administration and School Nutrition Staff	2019-2020	Health Inspection Reports/District level plan and resources regarding food safety
			2) Ensure Safe and Healthy Environments for Students and Staff	Head custodian and custodial staff will conduct weekly meetings and inspections to identify areas of focus in the school building.	OCHS Custodial Staff and Administration	2019-2020	School-level custodial staff evaluation criteria

### Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
II. Acquire, support, and retain high performing staff	Ensure all teachers hold certification or otherwise meet professional qualifications as defined by OCS	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	1) High-Performing Staff	OCHS will maintain the district's position of 100% certified or professionally-qualified teachers.	OCHS Administration	2019-2020	My GaPSC HR District Support
	Ensure all certified teaching positions are fully staffed at the start of the school year	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	2) HR Training Sessions	OCHS Principal will participate in all district-level HR trainings and redeliver information shared to assistant principals.	Principal	2019-2020	HR district trainings and related resources
			3) Employee Support	OCHS will continue to implement its <i>New Teacher Induction</i> program for all teachers new to OCHS. Program will include an orientation luncheon and daily meetings during pre-planning and quarterly follow-up meetings throughout the school year.	OCHS Administrators and Teacher Leaders	2019-2020	OCHS procedural guidance documents for new teachers shared through OCHS Faculty and Staff <i>itslearning</i> page

				OCHS administration will maintain a set schedule for completing all steps of the TKES process with the OCHS faculty.	OCHS Administration	2019-2020	Teacher Keys and Leader Keys resources provided by Georgia DOE within TLE platform
				Incorporate professional development on all ten standards of the Teacher Keys Effectiveness System into school level faculty meetings.	OCHS Administration	2019-2020	Teacher Keys and Leader Keys resources provided by Georgia DOE within TLE platform

### Goal Area 4

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start & End Date	Resources Needed
	Metrics & Measures	Targets					
IV. Ensure continued stewardship of resources through effective and efficient practices	Conduct timely and unmodified audits	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes	1) Ensure Effective and Efficient Financial Processes	OCHS bookkeeper will attend district level professional development sessions related to financial processes and implement these processes for school level budgeting.	OCHS Bookkeeper Principal	2019-2020	District level professional development on financial processes for OCS
	Align budget resources with OCS goals	FY20: Yes FY21: Yes FY22: Yes FY23: Yes FY24: Yes					
				2) Budget Process	School level budgetary needs will be clearly communicated to OCHS bookkeeper and will be related to the OCS Strategic Plan and OCHS School Improvement Plan.	Principal OCHS <i>Team Leads</i>	2019-2020